

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
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Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

\*\*\*\*\*  
 REGISTER OF WAGE DETERMINATIONS UNDER  
 THE SERVICE CONTRACT ACT  
 By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
 EMPLOYMENT STANDARDS ADMINISTRATION  
 WAGE AND HOUR DIVISION  
 WASHINGTON D.C. 20210

Wage Determination No.: 2005-2054  
 Revision No.: 2  
 Date Of Revision: 11/29/2006

William W. Gross                      Division of  
 Director                              Wage Determinations

State: California

Area: California Counties of Riverside, San Bernardino

\*\*Fringe Benefits Required Follow the Occupational Listing\*\*

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	13.69
01012 - Accounting Clerk II	15.37
01013 - Accounting Clerk III	16.82
01020 - Administrative Assistant	23.17
01040 - Court Reporter	17.82
01051 - Data Entry Operator I	11.28
01052 - Data Entry Operator II	12.52
01060 - Dispatcher, Motor Vehicle	22.41
01070 - Document Preparation Clerk	13.50
01090 - Duplicating Machine Operator	13.30
01111 - General Clerk I	10.69
01112 - General Clerk II	14.92
01113 - General Clerk III	16.67
01120 - Housing Referral Assistant	20.22
01141 - Messenger Courier	10.62
01191 - Order Clerk I	14.42
01192 - Order Clerk II	16.94
01261 - Personnel Assistant (Employment) I	15.53
01262 - Personnel Assistant (Employment) II	17.38
01263 - Personnel Assistant (Employment) III	19.38
01270 - Production Control Clerk	20.22
01280 - Receptionist	14.51
01290 - Rental Clerk	15.10
01300 - Scheduler, Maintenance	15.77
01311 - Secretary I	15.77
01312 - Secretary II	18.40
01313 - Secretary III	20.24
01320 - Service Order Dispatcher	17.81
01410 - Supply Technician	23.17
01420 - Survey Worker	17.82
01531 - Travel Clerk I	11.44
01532 - Travel Clerk II	12.15
01533 - Travel Clerk III	12.90
01611 - Word Processor I	14.76
01612 - Word Processor II	16.87
01613 - Word Processor III	18.76
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	20.59
05010 - Automotive Electrician	21.60
05040 - Automotive Glass Installer	20.29
05070 - Automotive Worker	20.29
05110 - Mobile Equipment Servicer	18.66

05130 - Motor Equipment Metal Mechanic	22.94
05160 - Motor Equipment Metal Worker	20.29
05190 - Motor Vehicle Mechanic	22.94
05220 - Motor Vehicle Mechanic Helper	17.90
05250 - Motor Vehicle Upholstery Worker	19.86
05280 - Motor Vehicle Wrecker	20.29
05310 - Painter, Automotive	21.60
05340 - Radiator Repair Specialist	20.29
05370 - Tire Repairer	13.98
05400 - Transmission Repair Specialist	22.94
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	14.36
07041 - Cook I	13.10
07042 - Cook II	14.36
07070 - Dishwasher	9.33
07130 - Food Service Worker	10.16
07210 - Meat Cutter	14.54
07260 - Waiter/Waitress	10.26
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	18.04
09040 - Furniture Handler	11.33
09080 - Furniture Refinisher	16.51
09090 - Furniture Refinisher Helper	13.51
09110 - Furniture Repairer, Minor	15.82
09130 - Upholsterer	16.51
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	10.50
11060 - Elevator Operator	9.96
11090 - Gardener	15.07
11122 - Housekeeping Aide	9.96
11150 - Janitor	10.96
11210 - Laborer, Grounds Maintenance	11.80
11240 - Maid or Houseman	8.97
11260 - Pruner	10.96
11270 - Tractor Operator	15.38
11330 - Trail Maintenance Worker	11.80
11360 - Window Cleaner	12.35
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	17.85
12011 - Breath Alcohol Technician	14.87
12012 - Certified Occupational Therapist Assistant	24.15
12015 - Certified Physical Therapist Assistant	19.68
12020 - Dental Assistant	15.55
12025 - Dental Hygienist	35.12
12030 - EKG Technician	22.91
12035 - Electroneurodiagnostic Technologist	22.91
12040 - Emergency Medical Technician	17.85
12071 - Licensed Practical Nurse I	16.71
12072 - Licensed Practical Nurse II	18.77
12073 - Licensed Practical Nurse III	19.71
12100 - Medical Assistant	13.39
12130 - Medical Laboratory Technician	17.58
12160 - Medical Record Clerk	14.93
12190 - Medical Record Technician	15.24
12195 - Medical Transcriptionist	14.93
12210 - Nuclear Medicine Technologist	31.36
12221 - Nursing Assistant I	8.48
12222 - Nursing Assistant II	9.54
12223 - Nursing Assistant III	10.41
12224 - Nursing Assistant IV	11.69
12235 - Optical Dispenser	14.73
12236 - Optical Technician	11.17
12250 - Pharmacy Technician	14.89

12280 - Phlebotomist	13.04
12305 - Radiologic Technologist	23.92
12311 - Registered Nurse I	27.06
12312 - Registered Nurse II	33.11
12313 - Registered Nurse II, Specialist	33.11
12314 - Registered Nurse III	40.06
12315 - Registered Nurse III, Anesthetist	40.06
12316 - Registered Nurse IV	48.01
12317 - Scheduler (Drug and Alcohol Testing)	18.42
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	20.58
13012 - Exhibits Specialist II	26.54
13013 - Exhibits Specialist III	35.57
13041 - Illustrator I	20.79
13042 - Illustrator II	25.70
13043 - Illustrator III	34.63
13047 - Librarian	24.72
13050 - Library Aide/Clerk	15.58
13054 - Library Information Technology Systems Administrator	22.79
13058 - Library Technician	17.48
13061 - Media Specialist I	15.08
13062 - Media Specialist II	16.87
13063 - Media Specialist III	18.81
13071 - Photographer I	15.08
13072 - Photographer II	17.67
13073 - Photographer III	24.13
13074 - Photographer IV	32.91
13075 - Photographer V	39.80
13110 - Video Teleconference Technician	15.08
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	15.93
14042 - Computer Operator II	17.82
14043 - Computer Operator III	19.87
14044 - Computer Operator IV	22.07
14045 - Computer Operator V	25.48
14071 - Computer Programmer I (1)	18.49
14072 - Computer Programmer II (1)	22.91
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	15.93
14160 - Personal Computer Support Technician	22.07
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.42
15020 - Aircrew Training Devices Instructor (Rated)	36.76
15030 - Air Crew Training Devices Instructor (Pilot)	40.44
15050 - Computer Based Training Specialist / Instructor	33.42
15060 - Educational Technologist	32.57
15070 - Flight Instructor (Pilot)	40.44
15080 - Graphic Artist	22.59
15090 - Technical Instructor	20.32
15095 - Technical Instructor/Course Developer	24.85
15110 - Test Proctor	18.40
15120 - Tutor	18.40
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	8.59
16030 - Counter Attendant	8.59
16040 - Dry Cleaner	11.01
16070 - Finisher, Flatwork, Machine	8.59
16090 - Presser, Hand	8.59
16110 - Presser, Machine, Drycleaning	8.59



16130 - Presser, Machine, Shirts	8.59
16160 - Presser, Machine, Wearing Apparel, Laundry	8.59
16190 - Sewing Machine Operator	11.84
16220 - Tailor	12.65
16250 - Washer, Machine	9.32
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	18.83
19040 - Tool and Die Maker	21.70
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	14.58
21030 - Material Coordinator	17.59
21040 - Material Expediter	17.59
21050 - Material Handling Laborer	16.24
21071 - Order Filler	14.17
21080 - Production Line Worker (Food Processing)	14.58
21110 - Shipping Packer	13.16
21130 - Shipping/Receiving Clerk	13.16
21140 - Store Worker I	10.25
21150 - Stock Clerk	14.63
21210 - Tools and Parts Attendant	14.58
21410 - Warehouse Specialist	14.58
<b>23000 - Mechanics and Maintenance And Repair Occupations</b>	
23010 - Aerospace Structural Welder	23.40
23021 - Aircraft Mechanic I	22.17
23022 - Aircraft Mechanic II	23.40
23023 - Aircraft Mechanic III	24.29
23040 - Aircraft Mechanic Helper	15.67
23050 - Aircraft, Painter	19.84
23060 - Aircraft Servicer	17.74
23080 - Aircraft Worker	18.75
23110 - Appliance Mechanic	18.87
23120 - Bicycle Repairer	13.98
23125 - Cable Splicer	23.71
23130 - Carpenter, Maintenance	22.40
23140 - Carpet Layer	19.58
23160 - Electrician, Maintenance	25.54
23181 - Electronics Technician Maintenance I	21.32
23182 - Electronics Technician Maintenance II	22.71
23183 - Electronics Technician Maintenance III	23.04
23260 - Fabric Worker	18.26
23290 - Fire Alarm System Mechanic	19.16
23310 - Fire Extinguisher Repairer	14.78
23311 - Fuel Distribution System Mechanic	22.77
23312 - Fuel Distribution System Operator	17.74
23370 - General Maintenance Worker	15.69
23380 - Ground Support Equipment Mechanic	22.17
23381 - Ground Support Equipment Servicer	17.74
23382 - Ground Support Equipment Worker	18.75
23391 - Gunsmith I	13.29
23392 - Gunsmith II	15.77
23393 - Gunsmith III	17.80
23410 - Heating, Ventilation & Air-Conditioning Mechanic	21.19
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	22.04
23430 - Heavy Equipment Mechanic	22.92
23440 - Heavy Equipment Operator	23.68
23460 - Instrument Mechanic	21.51
23465 - Laboratory/Shelter Mechanic	16.97
23470 - Laborer	12.83
23510 - Locksmith	18.04
23530 - Machinery Maintenance Mechanic	22.80
23550 - Machinist, Maintenance	23.17
23580 - Maintenance Trades Helper	13.51
23591 - Metrology Technician I	21.51

23592 - Metrology Technician II	22.37
23593 - Metrology Technician III	24.13
23640 - Millwright	22.04
23710 - Office Appliance Repairer	19.01
23760 - Painter, Maintenance	18.04
23790 - Pipefitter, Maintenance	18.92
23810 - Plumber, Maintenance	18.04
23820 - Pseudraulic Systems Mechanic	19.35
23850 - Rigger	19.72
23870 - Scale Mechanic	17.44
23890 - Sheet-Metal Worker, Maintenance	20.31
23910 - Small Engine Mechanic	16.94
23931 - Telecommunications Mechanic I	23.22
23932 - Telecommunications Mechanic II	23.88
23950 - Telephone Lineman	21.10
23960 - Welder, Combination, Maintenance	18.92
23965 - Well Driller	21.16
23970 - Woodcraft Worker	18.92
23980 - Woodworker	14.68
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	11.03
24580 - Child Care Center Clerk	13.77
24610 - Chore Aide	8.43
24620 - Family Readiness and Support Services Coordinator	13.07
24630 - Homemaker	14.92
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	24.96
25040 - Sewage Plant Operator	26.21
25070 - Stationary Engineer	24.96
25190 - Ventilation Equipment Tender	17.00
25210 - Water Treatment Plant Operator	26.21
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	13.18
27007 - Baggage Inspector	10.32
27008 - Corrections Officer	25.86
27010 - Court Security Officer	26.40
27030 - Detection Dog Handler	13.18
27040 - Detention Officer	25.86
27070 - Firefighter	22.15
27101 - Guard I	10.32
27102 - Guard II	13.18
27131 - Police Officer I	32.10
27132 - Police Officer II	35.66
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	12.16
28042 - Carnival Equipment Repairer	13.10
28043 - Carnival Equipment Worker	9.22
28210 - Gate Attendant/Gate Tender	13.29
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	14.87
28510 - Recreation Aide/Health Facility Attendant	10.85
28515 - Recreation Specialist	14.92
28630 - Sports Official	11.84
28690 - Swimming Pool Operator	18.32
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker And Bracer	19.01
29020 - Hatch Tender	19.01
29030 - Line Handler	19.01
29041 - Stevedore I	17.40
29042 - Stevedore II	20.46
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.45
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.44

30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.92
30021 - Archeological Technician I	19.28
30022 - Archeological Technician II	20.02
30023 - Archeological Technician III	27.90
30030 - Cartographic Technician	28.38
30040 - Civil Engineering Technician	24.09
30061 - Drafter/CAD Operator I	20.40
30062 - Drafter/CAD Operator II	23.12
30063 - Drafter/CAD Operator III	25.11
30064 - Drafter/CAD Operator IV	30.89
30081 - Engineering Technician I	16.68
30082 - Engineering Technician II	18.71
30083 - Engineering Technician III	20.93
30084 - Engineering Technician IV	25.93
30085 - Engineering Technician V	34.88
30086 - Engineering Technician VI	39.35
30090 - Environmental Technician	22.91
30210 - Laboratory Technician	19.79
30240 - Mathematical Technician	26.40
30361 - Paralegal/Legal Assistant I	18.49
30362 - Paralegal/Legal Assistant II	22.91
30363 - Paralegal/Legal Assistant III	28.02
30364 - Paralegal/Legal Assistant IV	33.90
30390 - Photo-Optics Technician	22.96
30461 - Technical Writer I	19.26
30462 - Technical Writer II	23.55
30463 - Technical Writer III	28.79
30491 - Unexploded Ordnance (UXO) Technician I	22.53
30492 - Unexploded Ordnance (UXO) Technician II	27.26
30493 - Unexploded Ordnance (UXO) Technician III	32.67
30494 - Unexploded (UXO) Safety Escort	22.53
30495 - Unexploded (UXO) Sweep Personnel	22.53
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	19.83
30621 - Weather Observer, Senior (3)	22.02
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	11.14
31030 - Bus Driver	17.05
31043 - Driver Courier	11.15
31260 - Parking and Lot Attendant	8.84
31290 - Shuttle Bus Driver	12.32
31310 - Taxi Driver	10.82
31361 - Truckdriver, Light	12.32
31362 - Truckdriver, Medium	19.03
31363 - Truckdriver, Heavy	19.23
31364 - Truckdriver, Tractor-Trailer	19.23
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	12.13
99050 - Desk Clerk	11.25
99095 - Embalmer	18.21
99251 - Laboratory Animal Caretaker I	11.23
99252 - Laboratory Animal Caretaker II	12.40
99310 - Mortician	25.51
99410 - Pest Controller	14.99
99510 - Photofinishing Worker	11.84
99710 - Recycling Laborer	16.71
99711 - Recycling Specialist	20.47
99730 - Refuse Collector	14.50
99810 - Sales Clerk	12.22
99820 - School Crossing Guard	9.57
99830 - Survey Party Chief	27.04
99831 - Surveying Aide	14.28
99832 - Surveying Technician	19.59
99840 - Vending Machine Attendant	14.10

99841 - Vending Machine Repairer	16.65
99842 - Vending Machine Repairer Helper	14.10

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary

materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated.** Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6.(C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
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William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2062  
Revision No.: 3  
Date Of Revision: 11/29/2006

State: California

Area: California Counties of Santa Clara, Santa Cruz

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01090 - Duplicating Machine Operator	15.93
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01263 - Personnel Assistant (Employment) III	22.74
01270 - Production Control Clerk	22.74
01280 - Receptionist	15.03
01290 - Rental Clerk	16.09
01300 - Scheduler, Maintenance	17.99
01311 - Secretary I	17.99
01312 - Secretary II	23.36
01313 - Secretary III	26.05
01320 - Service Order Dispatcher	16.09
01410 - Supply Technician	26.63
01420 - Survey Worker	16.35
01531 - Travel Clerk I	14.34
01532 - Travel Clerk II	16.14
01533 - Travel Clerk III	18.18
01611 - Word Processor I	18.07
01612 - Word Processor II	20.29
01613 - Word Processor III	22.69
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	20.83
05010 - Automotive Electrician	20.48
05040 - Automotive Glass Installer	17.86
05070 - Automotive Worker	19.56
05110 - Mobile Equipment Servicer	17.80

05130 - Motor Equipment Metal Mechanic	21.37
05160 - Motor Equipment Metal Worker	19.56
05190 - Motor Vehicle Mechanic	21.37
05220 - Motor Vehicle Mechanic Helper	16.89
05250 - Motor Vehicle Upholstery Worker	18.69
05280 - Motor Vehicle Wrecker	19.56
05310 - Painter, Automotive	20.48
05340 - Radiator Repair Specialist	19.56
05370 - Tire Repairer	14.48
05400 - Transmission Repair Specialist	21.37
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	12.55
07041 - Cook I	13.37
07042 - Cook II	14.74
07070 - Dishwasher	10.27
07130 - Food Service Worker	10.72
07210 - Meat Cutter	17.67
07260 - Waiter/Waitress	9.68
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	20.21
09040 - Furniture Handler	14.58
09080 - Furniture Refinisher	20.21
09090 - Furniture Refinisher Helper	16.64
09110 - Furniture Repairer, Minor	18.45
09130 - Upholsterer	20.21
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	10.42
11060 - Elevator Operator	10.27
11090 - Gardener	17.85
11122 - Housekeeping Aide	13.67
11150 - Janitor	12.43
11210 - Laborer, Grounds Maintenance	14.48
11240 - Maid or Houseman	12.54
11260 - Pruner	13.02
11270 - Tractor Operator	16.93
11330 - Trail Maintenance Worker	14.48
11360 - Window Cleaner	13.46
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	17.26
12011 - Breath Alcohol Technician	17.26
12012 - Certified Occupational Therapist Assistant	21.31
12015 - Certified Physical Therapist Assistant	23.74
12020 - Dental Assistant	16.97
12025 - Dental Hygienist	31.03
12030 - EKG Technician	30.11
12035 - Electroneurodiagnostic Technologist	30.11
12040 - Emergency Medical Technician	17.26
12071 - Licensed Practical Nurse I	15.81
12072 - Licensed Practical Nurse II	17.73
12073 - Licensed Practical Nurse III	19.84
12100 - Medical Assistant	16.12
12130 - Medical Laboratory Technician	17.73
12160 - Medical Record Clerk	17.73
12190 - Medical Record Technician	20.40
12195 - Medical Transcriptionist	17.73
12210 - Nuclear Medicine Technologist	38.45
12221 - Nursing Assistant I	12.08
12222 - Nursing Assistant II	13.59
12223 - Nursing Assistant III	14.82
12224 - Nursing Assistant IV	16.63
12235 - Optical Dispenser	17.74
12236 - Optical Technician	15.86
12250 - Pharmacy Technician	17.56



12280 - Phlebotomist	16.01
12305 - Radiologic Technologist	31.06
12311 - Registered Nurse I	26.39
12312 - Registered Nurse II	32.26
12313 - Registered Nurse II, Specialist	32.26
12314 - Registered Nurse III	39.02
12315 - Registered Nurse III, Anesthetist	39.02
12316 - Registered Nurse IV	46.81
12317 - Scheduler (Drug and Alcohol Testing)	28.39
<b>13000 - Information And Arts Occupations</b>	
13011 - Exhibits Specialist I	21.72
13012 - Exhibits Specialist II	25.66
13013 - Exhibits Specialist III	31.39
13041 - Illustrator I	21.68
13042 - Illustrator II	25.66
13043 - Illustrator III	31.39
13047 - Librarian	34.08
13050 - Library Aide/Clerk	20.80
13054 - Library Information Technology Systems Administrator	25.66
13058 - Library Technician	19.80
13061 - Media Specialist I	17.94
13062 - Media Specialist II	20.07
13063 - Media Specialist III	22.39
13071 - Photographer I	18.51
13072 - Photographer II	20.71
13073 - Photographer III	25.66
13074 - Photographer IV	31.39
13075 - Photographer V	34.94
13110 - Video Teleconference Technician	17.94
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	18.22
14042 - Computer Operator II	20.39
14043 - Computer Operator III	22.74
14044 - Computer Operator IV	25.26
14045 - Computer Operator V	27.62
14071 - Computer Programmer I (1)	23.67
14072 - Computer Programmer II (1)	27.62
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	17.84
14160 - Personal Computer Support Technician	25.49
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.66
15020 - Aircrew Training Devices Instructor (Rated)	34.68
15030 - Air Crew Training Devices Instructor (Pilot)	38.15
15050 - Computer Based Training Specialist / Instructor	34.06
15060 - Educational Technologist	26.99
15070 - Flight Instructor (Pilot)	38.15
15080 - Graphic Artist	26.12
15090 - Technical Instructor	23.39
15095 - Technical Instructor/Course Developer	28.62
15110 - Test Proctor	22.20
15120 - Tutor	22.20
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	9.97
16030 - Counter Attendant	9.97
16040 - Dry Cleaner	13.56
16070 - Finisher, Flatwork, Machine	9.97
16090 - Presser, Hand	9.97
16110 - Presser, Machine, Drycleaning	9.97

16130 - Presser, Machine, Shirts	9.97
16160 - Presser, Machine, Wearing Apparel, Laundry	9.97
16190 - Sewing Machine Operator	14.76
16220 - Tailor	15.95
16250 - Washer, Machine	11.18
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	21.96
19040 - Tool and Die Maker	25.80
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	15.40
21030 - Material Coordinator	21.30
21040 - Material Expediter	21.30
21050 - Material Handling Laborer	15.36
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	15.40
21110 - Shipping Packer	15.84
21130 - Shipping/Receiving Clerk	15.84
21140 - Store Worker I	12.70
21150 - Stock Clerk	17.48
21210 - Tools and Parts Attendant	15.40
21410 - Warehouse Specialist	15.40
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aerospace Structural Welder	24.22
23021 - Aircraft Mechanic I	23.05
23022 - Aircraft Mechanic II	24.27
23023 - Aircraft Mechanic III	25.48
23040 - Aircraft Mechanic Helper	17.11
23050 - Aircraft, Painter	22.34
23060 - Aircraft Servicer	19.26
23080 - Aircraft Worker	20.43
23110 - Appliance Mechanic	21.37
23120 - Bicycle Repairer	15.44
23125 - Cable Splicer	24.14
23130 - Carpenter, Maintenance	22.77
23140 - Carpet Layer	22.47
23160 - Electrician, Maintenance	32.30
23181 - Electronics Technician Maintenance I	20.46
23182 - Electronics Technician Maintenance II	24.70
23183 - Electronics Technician Maintenance III	26.61
23260 - Fabric Worker	20.27
23290 - Fire Alarm System Mechanic	24.14
23310 - Fire Extinguisher Repairer	18.95
23311 - Fuel Distribution System Mechanic	24.66
23312 - Fuel Distribution System Operator	19.34
23370 - General Maintenance Worker	17.93
23380 - Ground Support Equipment Mechanic	23.05
23381 - Ground Support Equipment Servicer	19.26
23382 - Ground Support Equipment Worker	20.43
23391 - Gunsmith I	18.69
23392 - Gunsmith II	21.21
23393 - Gunsmith III	23.64
23410 - Heating, Ventilation & Air-Conditioning Mechanic	25.41
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	26.70
23430 - Heavy Equipment Mechanic	24.32
23440 - Heavy Equipment Operator	28.61
23460 - Instrument Mechanic	23.64
23465 - Laboratory/Shelter Mechanic	22.42
23470 - Laborer	14.73
23510 - Locksmith	24.35
23530 - Machinery Maintenance Mechanic	24.25
23550 - Machinist, Maintenance	25.67
23580 - Maintenance Trades Helper	17.26
23591 - Metrology Technician I	23.64

23592 - Metrology Technician II	24.84
23593 - Metrology Technician III	27.22
23640 - Millwright	24.42
23710 - Office Appliance Repairer	22.89
23760 - Painter, Maintenance	20.21
23790 - Pipefitter, Maintenance	28.76
23810 - Plumber, Maintenance	27.53
23820 - Pneudraulic Systems Mechanic	24.14
23850 - Rigger	23.64
23870 - Scale Mechanic	21.58
23890 - Sheet-Metal Worker, Maintenance	26.27
23910 - Small Engine Mechanic	19.31
23931 - Telecommunications Mechanic I	24.14
23932 - Telecommunications Mechanic II	25.37
23950 - Telephone Lineman	24.78
23960 - Welder, Combination, Maintenance	21.10
23965 - Well Driller	24.14
23970 - Woodcraft Worker	24.14
23980 - Woodworker	17.58
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	10.29
24580 - Child Care Center Clerk	11.65
24610 - Chore Aide	10.74
24620 - Family Readiness And Support Services Coordinator	16.31
24630 - Homemaker	13.41
<b>25000 - Plant And System Operations Occupations</b>	
25010 - Boiler Tender	30.76
25040 - Sewage Plant Operator	24.35
25070 - Stationary Engineer	31.81
25190 - Ventilation Equipment Tender	21.87
25210 - Water Treatment Plant Operator	24.35
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	14.73
27007 - Baggage Inspector	12.38
27008 - Corrections Officer	29.43
27010 - Court Security Officer	32.10
27030 - Detection Dog Handler	15.23
27040 - Detention Officer	29.43
27070 - Firefighter	29.02
27101 - Guard I	12.38
27102 - Guard II	15.39
27131 - Police Officer I	38.75
27132 - Police Officer II	43.05
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	13.09
28042 - Carnival Equipment Repairer	13.81
28043 - Carnival Equipment Worker	10.58
28210 - Gate Attendant/Gate Tender	13.88
28310 - Lifeguard	9.79
28350 - Park Attendant (Aide)	12.45
28510 - Recreation Aide/Health Facility Attendant	11.34
28515 - Recreation Specialist	14.04
28630 - Sports Official	9.79
28690 - Swimming Pool Operator	17.39
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker And Bracer	20.60
29020 - Hatch Tender	18.94
29030 - Line Handler	18.94
29041 - Stevedore I	19.99
29042 - Stevedore II	21.78
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	37.03
30011 - Air Traffic Control Specialist, Station (HFO) (2)	25.54

30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	28.12
30021 - Archeological Technician I	15.06
30022 - Archeological Technician II	17.74
30023 - Archeological Technician III	22.19
30030 - Cartographic Technician	24.65
30040 - Civil Engineering Technician	24.65
30061 - Drafter/CAD Operator I	20.87
30062 - Drafter/CAD Operator II	23.91
30063 - Drafter/CAD Operator III	26.67
30064 - Drafter/CAD Operator IV	28.91
30081 - Engineering Technician I	16.90
30082 - Engineering Technician II	18.97
30083 - Engineering Technician III	21.21
30084 - Engineering Technician IV	26.28
30085 - Engineering Technician V	32.14
30086 - Engineering Technician VI	37.98
30090 - Environmental Technician	25.55
30210 - Laboratory Technician	21.91
30240 - Mathematical Technician	26.28
30361 - Paralegal/Legal Assistant I	20.71
30362 - Paralegal/Legal Assistant II	25.66
30363 - Paralegal/Legal Assistant III	31.39
30364 - Paralegal/Legal Assistant IV	37.98
30390 - Photo-Optics Technician	27.27
30461 - Technical Writer I	25.38
30462 - Technical Writer II	31.05
30463 - Technical Writer III	37.57
30491 - Unexploded Ordnance (UXO) Technician I	23.54
30492 - Unexploded Ordnance (UXO) Technician II	28.48
30493 - Unexploded Ordnance (UXO) Technician III	34.13
30494 - Unexploded (UXO) Safety Escort	13.54
30495 - Unexploded (UXO) Sweep Personnel	23.54
30620 - Weather Observer, Combined Upper Air Or Surface Programs (3)	21.29
30621 - Weather Observer, Senior (3)	23.63
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	10.28
31030 - Bus Driver	14.29
31043 - Driver Courier	13.02
31260 - Parking and Lot Attendant	9.49
31290 - Shuttle Bus Driver	13.54
31310 - Taxi Driver	11.70
31361 - Truckdriver, Light	13.54
31362 - Truckdriver, Medium	14.23
31363 - Truckdriver, Heavy	20.16
31364 - Truckdriver, Tractor-Trailer	20.16
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	9.87
99050 - Desk Clerk	10.27
99095 - Embalmer	23.54
99251 - Laboratory Animal Caretaker I	10.41
99252 - Laboratory Animal Caretaker II	11.27
99310 - Mortician	23.88
99410 - Pest Controller	16.06
99510 - Photofinishing Worker	9.89
99710 - Recycling Laborer	13.96
99711 - Recycling Specialist	16.76
99730 - Refuse Collector	12.55
99810 - Sales Clerk	9.89
99820 - School Crossing Guard	11.78
99830 - Survey Party Chief	17.85
99831 - Surveying Aide	8.97
99832 - Surveying Technician	11.32
99840 - Vending Machine Attendant	13.62

99841 - Vending Machine Repairer	15.81
99842 - Vending Machine Repairer Helper	13.62

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of ten paid holidays per year, New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)

2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.

3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to

ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition.

**NOTE:** These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated.** Copies of the Directory are available on the Internet. A links to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

*****		
REGISTER OF WAGE DETERMINATIONS UNDER		U.S. DEPARTMENT OF LABOR
THE SERVICE CONTRACT ACT		EMPLOYMENT STANDARDS ADMINISTRATION
By direction of the Secretary of Labor		WAGE AND HOUR DIVISION
		WASHINGTON D.C. 20210
William W. Gross	Division of	Wage Determination No.: 2005-2064
Director	Wage Determinations	Revision No.: 3
		Date of Revision: 09/22/2006

State: **California**

Area: California Counties of San Luis Obispo, **Santa Barbara**

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	MINIMUM WAGE RATE
<b>01000 - Administrative Support and Clerical Occupations</b>	
01011 - Accounting Clerk I	13.76
01012 - Accounting Clerk II	16.17
01013 - Accounting Clerk III	18.06
01020 - Administrative Assistant	22.63
01040 - Court Reporter	20.52
01051 - Data Entry Operator I	12.70
01052 - Data Entry Operator II	14.34
01060 - Dispatcher, Motor Vehicle	16.61
01070 - Document Preparation Clerk	11.67
01090 - Duplicating Machine Operator	11.67
01111 - General Clerk I	12.72
01112 - General Clerk II	14.72
01113 - General Clerk III	16.76
01120 - Housing Referral Assistant	21.14
01141 - Messenger Courier	11.52
01191 - Order Clerk I	11.83
01192 - Order Clerk II	13.52
01261 - Personnel Assistant (Employment) I	16.68
01262 - Personnel Assistant (Employment) II	18.21
01263 - Personnel Assistant (Employment) III	20.41
01270 - Production Control Clerk	19.27
01280 - Receptionist	12.15
01290 - Rental Clerk	11.42
01300 - Scheduler, Maintenance	15.87
01311 - Secretary I	15.87
01312 - Secretary II	17.65
01313 - Secretary III	21.14
01320 - Service Order Dispatcher	15.86
01410 - Supply Technician	21.60
01420 - Survey Worker	17.42
01531 - Travel Clerk I	11.68
01532 - Travel Clerk II	12.29
01533 - Travel Clerk III	13.02
01611 - Word Processor I	13.33
01612 - Word Processor II	16.04
01613 - Word Processor III	16.83
<b>05000 - Automotive Service Occupations</b>	
05005 - Automobile Body Repairer, Fiberglass	23.49
05010 - Automotive Electrician	18.48
05040 - Automotive Glass Installer	17.70
05070 - Automotive Worker	17.70
05110 - Mobile Equipment Servicer	16.12
05130 - Motor Equipment Metal Mechanic	19.23



05160 - Motor Equipment Metal Worker	17.70
05190 - Motor Vehicle Mechanic	18.35
05220 - Motor Vehicle Mechanic Helper	13.96
05250 - Motor Vehicle Upholstery Worker	16.83
05280 - Motor Vehicle Wrecker	17.70
05310 - Painter, Automotive	18.48
05340 - Radiator Repair Specialist	17.70
05370 - Tire Repairer	14.15
05400 - Transmission Repair Specialist	17.48
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	13.21
07041 - Cook I	12.02
07042 - Cook II	13.21
07070 - Dishwasher	9.00
07130 - Food Service Worker	9.00
07210 - Meat Cutter	16.94
07260 - Waiter/Waitress	9.95
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	18.37
09040 - Furniture Handler	12.16
09080 - Furniture Refinisher	18.37
09090 - Furniture Refinisher Helper	14.84
09110 - Furniture Repairer, Minor	16.80
09130 - Upholsterer	18.37
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	9.24
11060 - Elevator Operator	11.10
11090 - Gardener	14.05
11122 - Housekeeping Aide	10.11
11150 - Janitor	11.28
11210 - Laborer, Grounds Maintenance	11.64
11240 - Maid or Houseman	8.89
11260 - Pruner	10.35
11270 - Tractor Operator	13.38
11330 - Trail Maintenance Worker	11.64
11360 - Window Cleaner	12.47
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	14.10
12011 - Breath Alcohol Technician	14.87
12012 - Certified Occupational Therapist Assistant	20.58
12015 - Certified Physical Therapist Assistant	20.58
12020 - Dental Assistant	17.69
12025 - Dental Hygienist	32.67
12030 - EKG Technician	22.53
12035 - Electroneurodiagnostic Technologist	22.53
12040 - Emergency Medical Technician	14.10
12071 - Licensed Practical Nurse I	16.44
12072 - Licensed Practical Nurse II	18.45
12073 - Licensed Practical Nurse III	20.64
12100 - Medical Assistant	14.19
12130 - Medical Laboratory Technician	15.61
12160 - Medical Record Clerk	12.90
12190 - Medical Record Technician	13.53
12195 - Medical Transcriptionist	14.19
12210 - Nuclear Medicine Technologist	32.97
12221 - Nursing Assistant I	9.14
12222 - Nursing Assistant II	10.29
12223 - Nursing Assistant III	11.22
12224 - Nursing Assistant IV	12.58
12235 - Optical Dispenser	14.57
12236 - Optical Technician	13.29
12250 - Pharmacy Technician	15.51
12280 - Phlebotomist	12.58

12305 - Radiologic Technologist	25.76
12311 - Registered Nurse I	24.19
12312 - Registered Nurse II	29.58
12313 - Registered Nurse II, Specialist	29.58
12314 - Registered Nurse III	35.76
12315 - Registered Nurse III, Anesthetist	35.76
12316 - Registered Nurse IV	42.87
12317 - Scheduler (Drug and Alcohol Testing)	18.42
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	20.11
13012 - Exhibits Specialist II	25.11
13013 - Exhibits Specialist III	30.02
13041 - Illustrator I	20.11
13042 - Illustrator II	24.91
13043 - Illustrator III	27.94
13047 - Librarian	27.27
13050 - Library Aide/Clerk	12.85
13054 - Library Information Technology Systems Administrator	24.91
13058 - Library Technician	16.11
13061 - Media Specialist I	15.80
13062 - Media Specialist II	17.70
13063 - Media Specialist III	19.65
13071 - Photographer I	16.97
13072 - Photographer II	18.97
13073 - Photographer III	24.19
13074 - Photographer IV	27.29
13075 - Photographer V	32.35
13110 - Video Teleconference Technician	18.17
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	13.18
14042 - Computer Operator II	18.02
14043 - Computer Operator III	20.00
14044 - Computer Operator IV	22.20
14045 - Computer Operator V	24.65
14071 - Computer Programmer I (1)	18.81
14072 - Computer Programmer II (1)	25.62
14073 - Computer Programmer III (1)	27.62
14074 - Computer Programmer IV (1)	27.62
14101 - Computer Systems Analyst I (1)	27.62
14102 - Computer Systems Analyst II (1)	27.62
14103 - Computer Systems Analyst III (1)	27.62
14150 - Peripheral Equipment Operator	13.18
14160 - Personal Computer Support Technician	22.20
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	23.05
15020 - Aircrew Training Devices Instructor (Rated)	30.38
15030 - Air Crew Training Devices Instructor (Pilot)	33.42
15050 - Computer Based Training Specialist / Instructor	30.02
15060 - Educational Technologist	23.53
15070 - Flight Instructor (Pilot)	33.42
15080 - Graphic Artist	20.31
15090 - Technical Instructor	18.52
15095 - Technical Instructor/Course Developer	23.53
15110 - Test Proctor	16.85
15120 - Tutor	16.85
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	8.74
16030 - Counter Attendant	8.74
16040 - Dry Cleaner	10.77
16070 - Finisher, Flatwork, Machine	8.74
16090 - Presser, Hand	8.74
16110 - Presser, Machine, Drycleaning	8.74
16130 - Presser, Machine, Shirts	8.74

16160 - Presser, Machine, Wearing Apparel, Laundry	8.74
16190 - Sewing Machine Operator	11.42
16220 - Tailor	12.06
16250 - Washer, Machine	9.29
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	20.04
19040 - Tool and Die Maker	23.68
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	14.52
21030 - Material Coordinator	17.68
21040 - Material Expediter	17.68
21050 - Material Handling Laborer	11.90
21071 - Order Filler	13.74
21080 - Production Line Worker (Food Processing)	14.84
21110 - Shipping Packer	12.83
21130 - Shipping/Receiving Clerk	12.65
21140 - Store Worker I	10.36
21150 - Stock Clerk	14.78
21210 - Tools and Parts Attendant	14.84
21410 - Warehouse Specialist	14.52
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aerospace Structural Welder	23.22
23021 - Aircraft Mechanic I	22.11
23022 - Aircraft Mechanic II	23.22
23023 - Aircraft Mechanic III	24.38
23040 - Aircraft Mechanic Helper	16.84
23050 - Aircraft, Painter	21.26
23060 - Aircraft Servicer	19.44
23080 - Aircraft Worker	20.34
23110 - Appliance Mechanic	18.48
23120 - Bicycle Repairer	14.15
23125 - Cable Splicer	25.30
23130 - Carpenter, Maintenance	24.83
23140 - Carpet Layer	19.89
23160 - Electrician, Maintenance	24.16
23181 - Electronics Technician Maintenance I	21.14
23182 - Electronics Technician Maintenance II	23.05
23183 - Electronics Technician Maintenance III	25.80
23260 - Fabric Worker	19.44
23290 - Fire Alarm System Mechanic	22.11
23310 - Fire Extinguisher Repairer	18.35
23311 - Fuel Distribution System Mechanic	24.59
23312 - Fuel Distribution System Operator	18.76
23370 - General Maintenance Worker	17.70
23380 - Ground Support Equipment Mechanic	22.11
23381 - Ground Support Equipment Servicer	19.44
23382 - Ground Support Equipment Worker	20.34
23391 - Gunsmith I	18.35
23392 - Gunsmith II	20.34
23393 - Gunsmith III	22.10
23410 - Heating, Ventilation and Air-Conditioning Mechanic	22.52
23411 - Heating, Ventilation and Air Conditioning Mechanic (Research Facility)	23.47
23430 - Heavy Equipment Mechanic	21.89
23440 - Heavy Equipment Operator	24.47
23460 - Instrument Mechanic	24.32
23465 - Laboratory/Shelter Mechanic	21.26
23470 - Laborer	10.36
23510 - Locksmith	21.26
23530 - Machinery Maintenance Mechanic	23.06
23550 - Machinist, Maintenance	20.12
23580 - Maintenance Trades Helper	13.96
23591 - Metrology Technician I	24.32

23592 - Metrology Technician II	25.54
23593 - Metrology Technician III	26.56
23640 - Millwright	22.11
23710 - Office Appliance Repairer	21.26
23760 - Painter, Maintenance	16.86
23790 - Pipefitter, Maintenance	24.20
23810 - Plumber, Maintenance	23.24
23820 - Pneudraulic Systems Mechanic	22.11
23850 - Rigger	22.11
23870 - Scale Mechanic	20.34
23890 - Sheet-Metal Worker, Maintenance	23.07
23910 - Small Engine Mechanic	20.34
23931 - Telecommunications Mechanic I	22.78
23932 - Telecommunications Mechanic II	23.44
23950 - Telephone Lineman	23.00
23960 - Welder, Combination, Maintenance	19.23
23965 - Well Driller	23.00
23970 - Woodcraft Worker	22.11
23980 - Woodworker	18.43
<b>24000 - Personal Needs Occupations</b>	
24570 - Child Care Attendant	11.57
24580 - Child Care Center Clerk	15.21
24610 - Chore Aide	10.77
24620 - Family Readiness and Support Services Coordinator	15.68
24630 - Homemaker	16.90
<b>25000 - Plant and System Operations Occupations</b>	
25010 - Boiler Tender	24.32
25040 - Sewage Plant Operator	22.16
25070 - Stationary Engineer	24.32
25190 - Ventilation Equipment Tender	18.52
25210 - Water Treatment Plant Operator	22.16
<b>27000 - Protective Service Occupations</b>	
27004 - Alarm Monitor	15.94
27007 - Baggage Inspector	10.58
27008 - Corrections Officer	26.03
27010 - Court Security Officer	26.03
27030 - Detection Dog Handler	12.32
27040 - Detention Officer	26.03
27070 - Firefighter	21.10
27101 - Guard I	10.58
27102 - Guard II	12.32
27131 - Police Officer I	30.96
27132 - Police Officer II	34.40
<b>28000 - Recreation Occupations</b>	
28041 - Carnival Equipment Operator	15.15
28042 - Carnival Equipment Repairer	15.89
28043 - Carnival Equipment Worker	10.35
28210 - Gate Attendant/Gate Tender	13.29
28310 - Lifeguard	11.84
28350 - Park Attendant (Aide)	14.87
28510 - Recreation Aide/Health Facility Attendant	10.85
28515 - Recreation Specialist	14.57
28630 - Sports Official	11.84
28690 - Swimming Pool Operator	18.27
<b>29000 - Stevedoring/Longshoremen Occupational Services</b>	
29010 - Blocker and Bracer	20.34
29020 - Hatch Tender	20.34
29030 - Line Handler	20.34
29041 - Stevedore I	19.44
29042 - Stevedore II	21.26
<b>30000 - Technical Occupations</b>	
30010 - Air Traffic Control Specialist, Center (HFO) (2)	35.45
30011 - Air Traffic Control Specialist, Station (HFO) (2)	24.44

30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	26.92
30021 - Archeological Technician I	17.59
30022 - Archeological Technician II	19.68
30023 - Archeological Technician III	24.39
30030 - Cartographic Technician	24.39
30040 - Civil Engineering Technician	25.38
30061 - Drafter/CAD Operator I	17.59
30062 - Drafter/CAD Operator II	19.68
30063 - Drafter/CAD Operator III	22.40
30064 - Drafter/CAD Operator IV	27.00
30081 - Engineering Technician I	16.50
30082 - Engineering Technician II	19.21
30083 - Engineering Technician III	21.06
30084 - Engineering Technician IV	27.01
30085 - Engineering Technician V	33.15
30086 - Engineering Technician VI	40.11
30090 - Environmental Technician	21.40
30210 - Laboratory Technician	16.90
30240 - Mathematical Technician	24.39
30361 - Paralegal/Legal Assistant I	18.88
30362 - Paralegal/Legal Assistant II	24.11
30363 - Paralegal/Legal Assistant III	29.46
30364 - Paralegal/Legal Assistant IV	35.63
30390 - Photo-Optics Technician	24.39
30461 - Technical Writer I	20.51
30462 - Technical Writer II	25.09
30463 - Technical Writer III	28.55
30491 - Unexploded Ordnance (UXO) Technician I	22.53
30492 - Unexploded Ordnance (UXO) Technician II	27.26
30493 - Unexploded Ordnance (UXO) Technician III	32.67
30494 - Unexploded (UXO) Safety Escort	22.53
30495 - Unexploded (UXO) Sweep Personnel	22.53
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	19.34
30621 - Weather Observer, Senior (3)	21.49
<b>31000 - Transportation/Mobile Equipment Operation Occupations</b>	
31020 - Bus Aide	10.30
31030 - Bus Driver	16.61
31043 - Driver Courier	12.24
31260 - Parking and Lot Attendant	9.36
31290 - Shuttle Bus Driver	12.24
31310 - Taxi Driver	11.21
31361 - Truckdriver, Light	12.24
31362 - Truckdriver, Medium	17.60
31363 - Truckdriver, Heavy	17.09
31364 - Truckdriver, Tractor-Trailer	17.09
<b>99000 - Miscellaneous Occupations</b>	
99030 - Cashier	10.59
99050 - Desk Clerk	10.52
99095 - Embalmer	22.53
99251 - Laboratory Animal Caretaker I	11.35
99252 - Laboratory Animal Caretaker II	12.03
99310 - Mortician	22.53
99410 - Pest Controller	16.71
99510 - Photofinishing Worker	13.48
99710 - Recycling Laborer	17.24
99711 - Recycling Specialist	19.56
99730 - Refuse Collector	15.96
99810 - Sales Clerk	11.19
99820 - School Crossing Guard	10.51
99830 - Survey Party Chief	26.35
99831 - Surveying Aide	17.35
99832 - Surveying Technician	23.80
99840 - Vending Machine Attendant	16.61

99841 - Vending Machine Repairer	19.17
99842 - Vending Machine Repairer Helper	16.61

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ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

**HEALTH & WELFARE:** Life, accident, and health insurance plans, sick leave, pension plans, civic and personal leave, severance pay, and savings and thrift plans. Minimum employer contributions costing an average of \$3.01 per hour computed on the basis of all hours worked by service employees employed on the contract.

**VACATION:** 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 5 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor; wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

**HOLIDAYS:** A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

**THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):**

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) **APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY - NIGHT DIFFERENTIAL:** An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) **WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY:** If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employee (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**HAZARDOUS PAY DIFFERENTIAL:** An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordnance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regarding and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordnance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used.

All operations involving, unloading, storage, and hauling of ordnance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance, explosives, and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\***

Under the policy and guidance contained in All Agency Memorandum No. 159, the Wage and Hour Division does not recognize, for section 4(c) purposes, prospective wage rates and fringe benefit provisions that are effective only upon such contingencies as "approval of Wage and Hour, issuance of a wage determination, incorporation of the wage determination in the contract, adjusting the contract price, etc." (The relevant CBA section) in the collective bargaining agreement between (the parties) contains contingency language that Wage and Hour does not recognize as reflecting "arm's length negotiation" under section 4(c) of the Act and 29 C.F.R. 5.11(a) of the regulations. This wage determination therefore reflects the actual CBA wage rates and fringe benefits paid under the predecessor contract.

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fifth Edition, April 2006, unless otherwise indicated. Copies of the Directory are available on the Internet. A link to the Directory may be found on the WHD home page at <<http://www.dol.gov/esa/whd/>> or through the Wage Determinations On-Line (WDOL) Web site at <<http://wdol.gov/>>.

**REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}**

Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage

determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation) and computes a proposed rate).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title), a Federal grade equivalency (FGE) for each proposed classification), job description), and rationale for proposed wage rate), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.



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REGISTER OF WAGE DETERMINATIONS UNDER  
THE SERVICE CONTRACT ACT  
By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR  
EMPLOYMENT STANDARDS ADMINISTRATION  
WAGE AND HOUR DIVISION  
WASHINGTON D.C. 20210

William W. Gross                      Division of  
Director                      Wage Determinations

Wage Determination No.: 2005-2096

Revision No.: 2

Date Of Revision: 11/02/2006

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States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex  
Maryland Counties of Somerset, Wicomico, Worcester  
Virginia Counties of Accomack, Northampton

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**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE

MINIMUM WAGE RATE

**01000 - Administrative Support and Clerical Occupations**

01011 - Accounting Clerk I	10.21
01012 - Accounting Clerk II	12.14
01013 - Accounting Clerk III	13.81
01020 - Administrative Assistant	14.49
01040 - Court Reporter	13.09
01051 - Data Entry Operator I	9.96
01052 - Data Entry Operator II	11.79
01060 - Dispatcher, Motor Vehicle	13.84
01070 - Document Preparation Clerk	10.97
01090 - Duplicating Machine Operator	10.97
01111 - General Clerk I	8.99
01112 - General Clerk II	10.26
01113 - General Clerk III	11.51
01120 - Housing Referral Assistant	14.23
01141 - Messenger Courier	8.97
01191 - Order Clerk I	10.33
01192 - Order Clerk II	11.54
01261 - Personnel Assistant (Employment) I	11.98
01262 - Personnel Assistant (Employment) II	13.16
01263 - Personnel Assistant (Employment) III	14.29
01270 - Production Control Clerk	16.42
01280 - Receptionist	9.61
01290 - Rental Clerk	9.39
01300 - Scheduler, Maintenance	11.94
01311 - Secretary I	11.94
01312 - Secretary II	13.09
01313 - Secretary III	14.23
01320 - Service Order Dispatcher	13.78
01410 - Supply Technician	14.49
01420 - Survey Worker	10.87
01531 - Travel Clerk I	11.01
01532 - Travel Clerk II	11.84
01533 - Travel Clerk III	12.61
01611 - Word Processor I	11.05
01612 - Word Processor II	12.65
01613 - Word Processor III	13.87

**05000 - Automotive Service Occupations**

05005 - Automobile Body Repairer, Fiberglass	15.29
05010 - Automotive Electrician	14.66
05040 - Automotive Glass Installer	12.81

05070 - Automotive Worker	14.08
05110 - Mobile Equipment Servicer	11.69
05130 - Motor Equipment Metal Mechanic	15.31
05160 - Motor Equipment Metal Worker	14.08
05190 - Motor Vehicle Mechanic	15.31
05220 - Motor Vehicle Mechanic Helper	11.13
05250 - Motor Vehicle Upholstery Worker	13.43
05280 - Motor Vehicle Wrecker	14.08
05310 - Painter, Automotive	14.76
05340 - Radiator Repair Specialist	14.08
05370 - Tire Repairer	9.82
05400 - Transmission Repair Specialist	15.31
<b>07000 - Food Preparation and Service Occupations</b>	
07010 - Baker	9.95
07041 - Cook I	8.98
07042 - Cook II	10.14
07070 - Dishwasher	7.05
07130 - Food Service Worker	7.80
07210 - Meat Cutter	12.45
07260 - Waiter/Waitress	7.32
<b>09000 - Furniture Maintenance and Repair Occupations</b>	
09010 - Electrostatic Spray Painter	14.42
09040 - Furniture Handler	10.11
09080 - Furniture Refinisher	13.11
09090 - Furniture Refinisher Helper	10.88
09110 - Furniture Repairer, Minor	12.01
09130 - Upholsterer	13.11
<b>11000 - General Services and Support Occupations</b>	
11030 - Cleaner, Vehicles	8.72
11060 - Elevator Operator	8.72
11090 - Gardener	10.92
11122 - Housekeeping Aide	9.26
11150 - Janitor	9.58
11210 - Laborer, Grounds Maintenance	9.45
11240 - Maid or Houseman	8.08
11260 - Pruner	8.64
11270 - Tractor Operator	10.55
11330 - Trail Maintenance Worker	9.45
11360 - Window Cleaner	9.75
<b>12000 - Health Occupations</b>	
12010 - Ambulance Driver	12.97
12011 - Breath Alcohol Technician	15.85
12012 - Certified Occupational Therapist Assistant	18.03
12015 - Certified Physical Therapist Assistant	18.55
12020 - Dental Assistant	12.05
12025 - Dental Hygienist	26.49
12030 - EKG Technician	20.82
12035 - Electroneurodiagnostic Technologist	20.82
12040 - Emergency Medical Technician	12.97
12071 - Licensed Practical Nurse I	14.13
12072 - Licensed Practical Nurse II	15.85
12073 - Licensed Practical Nurse III	17.73
12100 - Medical Assistant	11.55
12130 - Medical Laboratory Technician	14.31
12160 - Medical Record Clerk	12.84
12190 - Medical Record Technician	14.89
12195 - Medical Transcriptionist	11.81
12210 - Nuclear Medicine Technologist	26.68
12221 - Nursing Assistant I	8.59
12222 - Nursing Assistant II	9.65
12223 - Nursing Assistant III	10.53
12224 - Nursing Assistant IV	11.81
12235 - Optical Dispenser	12.90

12236 - Optical Technician	11.53
12250 - Pharmacy Technician	12.19
12280 - Phlebotomist	12.36
12305 - Radiologic Technologist	20.55
12311 - Registered Nurse I	20.72
12312 - Registered Nurse II	25.38
12313 - Registered Nurse II, Specialist	25.38
12314 - Registered Nurse III	30.70
12315 - Registered Nurse III, Anesthetist	30.70
12316 - Registered Nurse IV	36.76
12317 - Scheduler (Drug and Alcohol Testing)	19.71
<b>13000 - Information and Arts Occupations</b>	
13011 - Exhibits Specialist I	15.48
13012 - Exhibits Specialist II	19.03
13013 - Exhibits Specialist III	23.25
13041 - Illustrator I	15.48
13042 - Illustrator II	17.78
13043 - Illustrator III	19.87
13047 - Librarian	15.98
13050 - Library Aide/Clerk	9.60
13054 - Library Information Technology Systems Administrator	15.25
13058 - Library Technician	12.24
13061 - Media Specialist I	10.02
13062 - Media Specialist II	12.24
13063 - Media Specialist III	13.65
13071 - Photographer I	12.10
13072 - Photographer II	14.00
13073 - Photographer III	15.95
13074 - Photographer IV	19.61
13075 - Photographer V	23.01
13110 - Video Teleconference Technician	12.14
<b>14000 - Information Technology Occupations</b>	
14041 - Computer Operator I	10.02
14042 - Computer Operator II	11.98
14043 - Computer Operator III	14.50
14044 - Computer Operator IV	16.23
14045 - Computer Operator V	17.85
14071 - Computer Programmer I (1)	13.96
14072 - Computer Programmer II (1)	17.24
14073 - Computer Programmer III (1)	20.58
14074 - Computer Programmer IV (1)	25.14
14101 - Computer Systems Analyst I (1)	18.87
14102 - Computer Systems Analyst II (1)	22.24
14103 - Computer Systems Analyst III (1)	25.80
14150 - Peripheral Equipment Operator	10.02
14160 - Personal Computer Support Technician	16.23
<b>15000 - Instructional Occupations</b>	
15010 - Aircrew Training Devices Instructor (Non-Rated)	16.71
15020 - Aircrew Training Devices Instructor (Rated)	20.22
15030 - Air Crew Training Devices Instructor (Pilot)	22.24
15050 - Computer Based Training Specialist / Instructor	18.87
15060 - Educational Technologist	20.59
15070 - Flight Instructor (Pilot)	22.24
15080 - Graphic Artist	17.15
15090 - Technical Instructor	16.84
15095 - Technical Instructor/Course Developer	20.59
15110 - Test Proctor	13.09
15120 - Tutor	13.09
<b>16000 - Laundry, Dry-Cleaning, Pressing And Related Occupations</b>	
16010 - Assembler	7.79
16030 - Counter Attendant	7.79
16040 - Dry Cleaner	9.71
16070 - Finisher, Flatwork, Machine	7.79

16090 - Presser, Hand	7.79
16110 - Presser, Machine, Drycleaning	7.79
16130 - Presser, Machine, Shirts	7.79
16160 - Presser, Machine, Wearing Apparel, Laundry	7.79
16190 - Sewing Machine Operator	10.39
16220 - Tailor	11.10
16250 - Washer, Machine	8.46
<b>19000 - Machine Tool Operation and Repair Occupations</b>	
19010 - Machine-Tool Operator (Tool Room)	16.03
19040 - Tool And Die Maker	18.77
<b>21000 - Materials Handling And Packing Occupations</b>	
21020 - Forklift Operator	12.00
21030 - Material Coordinator	17.08
21040 - Material Expediter	17.08
21050 - Material Handling Laborer	9.87
21071 - Order Filler	9.83
21080 - Production Line Worker (Food Processing)	12.00
21110 - Shipping Packer	11.35
21130 - Shipping/Receiving Clerk	11.35
21140 - Store Worker I	11.41
21150 - Stock Clerk	14.81
21210 - Tools and Parts Attendant	13.76
21410 - Warehouse Specialist	12.00
<b>23000 - Mechanics and Maintenance and Repair Occupations</b>	
23010 - Aerospace Structural Welder	17.61
23021 - Aircraft Mechanic I	16.77
23022 - Aircraft Mechanic II	17.61
23023 - Aircraft Mechanic III	18.49
23040 - Aircraft Mechanic Helper	13.34
23050 - Aircraft, Painter	15.99
23060 - Aircraft Servicer	14.72
23080 - Aircraft Worker	15.07
23110 - Appliance Mechanic	13.50
23120 - Bicycle Repairer	11.05
23125 - Cable Splicer	23.02
23130 - Carpenter, Maintenance	15.57
23140 - Carpet Layer	13.84
23160 - Electrician, Maintenance	16.60
23181 - Electronics Technician Maintenance I	15.22
23182 - Electronics Technician Maintenance II	18.79
23183 - Electronics Technician Maintenance III	21.16
23260 - Fabric Worker	14.48
23290 - Fire Alarm System Mechanic	16.39
23310 - Fire Extinguisher Repairer	13.63
23311 - Fuel Distribution System Mechanic	17.01
23312 - Fuel Distribution System Operator	13.84
23370 - General Maintenance Worker	13.63
23380 - Ground Support Equipment Mechanic	16.77
23381 - Ground Support Equipment Servicer	14.72
23382 - Ground Support Equipment Worker	15.07
23391 - Gunsmith I	13.63
23392 - Gunsmith II	15.20
23393 - Gunsmith III	16.77
23410 - Heating, Ventilation & Air-Conditioning Mechanic	15.34
23411 - Heating, Ventilation & Air Conditioning Mechanic (R&D Facility)	15.96
23430 - Heavy Equipment Mechanic	16.76
23440 - Heavy Equipment Operator	15.73
23460 - Instrument Mechanic	17.30
23465 - Laboratory/Shelter Mechanic	15.99
23470 - Laborer	9.91
23510 - Locksmith	15.99
23530 - Machinery Maintenance Mechanic	18.02
23550 - Machinist, Maintenance	15.97

23580	- Maintenance Trades Helper	10.88
23591	- Metrology Technician I	17.30
23592	- Metrology Technician II	18.00
23593	- Metrology Technician III	18.71
23640	- Millwright	16.93
23710	- Office Appliance Repairer	16.13
23760	- Painter, Maintenance	13.11
23790	- Pipefitter, Maintenance	16.67
23810	- Plumber, Maintenance	17.06
23820	- Pneudraulic Systems Mechanic	16.77
23850	- Rigger	16.77
23870	- Scale Mechanic	15.20
23890	- Sheet-Metal Worker, Maintenance	15.05
23910	- Small Engine Mechanic	13.99
23931	- Telecommunications Mechanic I	17.72
23932	- Telecommunications Mechanic II	18.44
23950	- Telephone Lineman	17.72
23960	- Welder, Combination, Maintenance	14.65
23965	- Well Driller	16.82
23970	- Woodcraft Worker	16.77
23980	- Woodworker	12.82
<b>24000</b>	<b>- Personal Needs Occupations</b>	
24570	- Child Care Attendant	8.45
24580	- Child Care Center Clerk	10.54
24610	- Chore Aide	8.22
24620	- Family Readiness and Support Services Coordinator	9.45
24630	- Homemaker	11.71
<b>25000</b>	<b>- Plant and System Operations Occupations</b>	
25010	- Boiler Tender	17.29
25040	- Sewage Plant Operator	14.79
25070	- Stationary Engineer	17.29
25190	- Ventilation Equipment Tender	13.42
25210	- Water Treatment Plant Operator	14.79
<b>27000</b>	<b>- Protective Service Occupations</b>	
27004	- Alarm Monitor	12.75
27007	- Baggage Inspector	9.57
27008	- Corrections Officer	14.84
27010	- Court Security Officer	15.43
27030	- Detection Dog Handler	12.02
27040	- Detention Officer	14.84
27070	- Firefighter	13.05
27101	- Guard I	9.57
27102	- Guard II	12.02
27131	- Police Officer I	17.17
27132	- Police Officer II	19.09
<b>28000</b>	<b>- Recreation Occupations</b>	
28041	- Carnival Equipment Operator	7.57
28042	- Carnival Equipment Repairer	8.09
28043	- Carnival Equipment Worker	8.80
28210	- Gate Attendant/Gate Tender	12.14
28310	- Lifeguard	10.82
28350	- Park Attendant (Aide)	13.58
28510	- Recreation Aide/Health Facility Attendant	9.91
28515	- Recreation Specialist	11.71
28630	- Sports Official	10.82
28690	- Swimming Pool Operator	10.55
<b>29000</b>	<b>- Stevedoring/Longshoremen Occupational Services</b>	
29010	- Blocker and Bracer	15.17
29020	- Hatch Tender	15.17
29030	- Line Handler	15.17
29041	- Stevedore I	13.30
29042	- Stevedore II	15.96

**30000 - Technical Occupations**

30010 - Air Traffic Control Specialist, Center (HFO) (2)	32.38
30011 - Air Traffic Control Specialist, Station (HFO) (2)	22.33
30012 - Air Traffic Control Specialist, Terminal (HFO) (2)	24.59
30021 - Archeological Technician I	13.26
30022 - Archeological Technician II	14.85
30023 - Archeological Technician III	18.40
30030 - Cartographic Technician	18.39
30040 - Civil Engineering Technician	18.39
30061 - Drafter/CAD Operator I	13.64
30062 - Drafter/CAD Operator II	15.78
30063 - Drafter/CAD Operator III	16.54
30064 - Drafter/CAD Operator IV	19.77
30081 - Engineering Technician I	11.89
30082 - Engineering Technician II	13.69
30083 - Engineering Technician III	15.31
30084 - Engineering Technician IV	18.98
30085 - Engineering Technician V	23.21
30086 - Engineering Technician VI	27.37
30090 - Environmental Technician	18.39
30210 - Laboratory Technician	13.61
30240 - Mathematical Technician	18.39
30361 - Paralegal/Legal Assistant I	11.70
30362 - Paralegal/Legal Assistant II	14.21
30363 - Paralegal/Legal Assistant III	17.39
30364 - Paralegal/Legal Assistant IV	21.03
30390 - Photo-Optics Technician	18.39
30461 - Technical Writer I	14.15
30462 - Technical Writer II	17.30
30463 - Technical Writer III	20.93
30491 - Unexploded Ordnance (UXO) Technician I	20.58
30492 - Unexploded Ordnance (UXO) Technician II	24.90
30493 - Unexploded Ordnance (UXO) Technician III	29.85
30494 - Unexploded (UXO) Safety Escort	20.58
30495 - Unexploded (UXO) Sweep Personnel	20.58
30620 - Weather Observer, Combined Upper Air or Surface Programs (3)	13.67
30621 - Weather Observer, Senior (3)	16.52

**31000 - Transportation/Mobile Equipment Operation Occupations**

31020 - Bus Aide	9.12
31030 - Bus Driver	12.02
31043 - Driver Courier	11.65
31260 - Parking and Lot Attendant	8.48
31290 - Shuttle Bus Driver	11.65
31310 - Taxi Driver	9.22
31361 - Truckdriver, Light	11.65
31362 - Truckdriver, Medium	12.08
31363 - Truckdriver, Heavy	15.31
31364 - Truckdriver, Tractor-Trailer	16.10

**99000 - Miscellaneous Occupations**

99030 - Cashier	7.79
99050 - Desk Clerk	8.75
99095 - Embalmer	19.38
99251 - Laboratory Animal Caretaker I	9.47
99252 - Laboratory Animal Caretaker II	10.16
99310 - Mortician	18.84
99410 - Pest Controller	11.25
99510 - Photofinishing Worker	9.10
99710 - Recycling Laborer	11.19
99711 - Recycling Specialist	12.38
99730 - Refuse Collector	10.23
99810 - Sales Clerk	10.02
99820 - School Crossing Guard	8.87
99830 - Survey Party Chief	14.27